



**CALIFORNIA STATE PIPE TRADES'
APPRENTICESHIP PROGRAMS:**

BUILDING *the* FOUNDATION
for TOMORROW'S ECONOMY

Investing in the Next Generation of Skilled Workers

The California State Pipe Trades Council is proud to contribute to California's growing economy by training the next generation of California's skilled workers. For young people who aren't college bound, apprenticeship to a trade can be one of the best paths to a good job with health care benefits and a secure retirement. In partnership with California's community colleges, the Pipe Trades Council's apprenticeship program has provided this opportunity for Californians for more than a hundred years.

Hands-on Training and Education for the Future

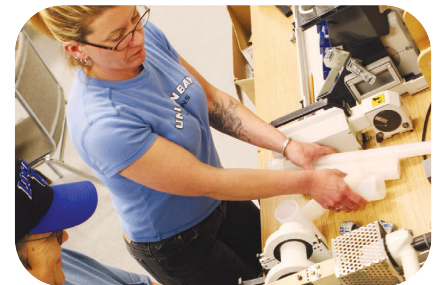
Every year, our locals invest more than \$18 million to train apprentice graduates to become plumbers, pipe fitters and refrigerator and air conditioning journeymen. In the past five years, more than 3,200 men and women have completed our program, representing a graduation rate of 70 percent to 85 percent.

The Council works with the Division of Apprenticeship Standards and the California Apprenticeship Council to ensure that our apprentices are trained to the highest standards. Our intensive five-year program teaches apprentices to work with state-of-the-art equipment and protect consumer health and safety. We also take our responsibility to California's future seriously. Every member of our union contributes a portion of their paycheck to support the apprenticeship program.

The Real Deal

Unlike nonunion apprenticeship programs, the State Pipe Trades Council programs guarantee our apprentices a thorough and sophisticated education in their trade. Our apprentices take courses taught by seasoned professionals and train with state-of-the-art equipment. Our on-the-job training program gives them real-life grounding to handle situations they're likely to encounter as professionals.

We abide by state regulated ratios between apprentices and journeymen to ensure that apprentices who go through our program receive the personalized attention and supervision they deserve. We also pay our apprentices their fair wage, scaled to their on-the-job training experience.



SNAPSHOT OF AN APPRENTICESHIP CENTER

The Pipe Trades training center in San Jose, fully financed by contributions from members of Local Union 393, is a shining example. More than 60 newly certified journeymen graduate from this eight-acre campus every year. The program has proven to be especially vital in Silicon Valley where new technology and materials — and the skills required to master them — are constantly changing. Thanks to the latest in mechanical equipment and instruction at our San Jose facility, the journeymen who go through our program have a competitive edge when they enter the workforce.



About the California State Pipe Trades Council

The California State Pipe Trades Council represents thousands of Californians working as plumbers and pipe fitters, ensuring a strong California economy by providing a professional, qualified and well-paid workforce to meet the state's needs